

## Improvement Analysis Plan International Inc. 2019-20 Report

### Excellence on strategic priorities (C1)

The response refers to the Strategic Dashboard shared in A3 and mentions a recent investment in a M&E system that will allow further impact measurement, especially on social norms and behaviours.

The Panel appreciates the information provided here regarding Strategic priorities as raised in A1, however points out that in this question it is expected to provide a description of how PII provides leadership or guidance to peers in the sector as well as stakeholders. [SOS Children Villages International accountability report \(pp. 7\)](#) response might help understand what is expected in this question.

### People and partners have gained capacities that last (E4)

In B1, feedback from partners is outlined, which highlights the need for more investment in capacity strengthening.

The Panel recommends addressing this question separately in future reports. The response would benefit from explaining what PII's approach is to ensuring partners, people and communities have gained capacities that last beyond project cycles.

### Recruitment and employment is fair and transparent (H1)

A Talent Acquisition Policy (applicable to PII only) requires fair and competitive recruitment processes based on merit. It is mentioned that specific guidance for hiring managers addresses awareness of bias and setting up diverse interview panels.

Since the policy hasn't been shared, the Panel felt that sufficient evidence hasn't been provided. As outlined in [the reporting guidance](#), in this question is also expected a breakdown of the organisation's staff by contract type (full/part time), seniority, local hires, gender, ethnicity, age and other relevant factors.